



Civilian Personnel Advisory Center

Human Resource Bulletin

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The Association of United States Army (AUSA) is a non-profit educational organization that supports America's Army, Military and Civilian. This organization played a major role in lobbying for the military and civilian pay increase received in January 03. They lobby congress on many critical issues that affect pay, and benefits and in most instances are extremely successful.

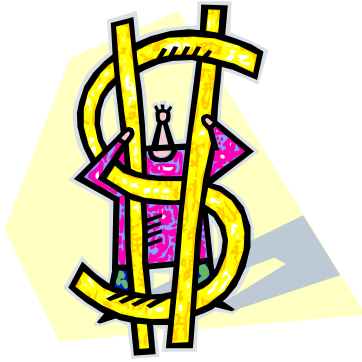
Military and Civilian employees are invited to attend the Braxton Bragg Chapter 17th Annual Symposium and Exposition held at the Officer's Club April 14-17, 03. During the Annual Symposium and Exposition, Global Operations will be one of the many topics of discussion. Exhibits will be on display daily. The theme of this year's symposium is "Realizing the Army Vision." On the last day of the symposium, April 17,

2003, The Braxton Bragg AUSA will sponsor a Soldier and Civilian Family picnic. It will be held 12:00 – 4:00 p.m. at the Post Fairgrounds. Everyone is welcome and it will be an excellent time to have fun and learn about AUSA. The Braxton Bragg Chapter of AUSA is one of the largest chapters in the Army.

By the year 2006, AUSA will urge the Administration and Congress to:

- (a) Close the pay comparability gap between Department of the Army civilians and the private sector.
- (b) Support and fund the continuation of separation incentives and early retirement options.
- (c) Extend income and estate tax treatment to survivors of deployed civilian employees in the same manner as that afforded to survivors of service members.
- (d) Support legislation to allow federal annuitants to use pre-tax earnings to pay their share of health insurance premiums.

To learn more about AUSA, visit their website at www.ausa.org



2003 Pay Raise Finally Settled:

The President has signed an Executive order to implement retroactive locality pay increases costing approximately 1 percent of payroll. This pay adjustment is effective January 12, 2003. The President's Executive order distributes the 1 percent locality pay increase for 2003 by providing a larger pay increase for locality pay areas with larger overall pay disparities. The increases are consistent with those recommended by the Federal Salary Council in October 2002 and endorsed by the House/Senate conference report accompanying Public Law 108-7.

New 2003 Salary Tables

OPM has posted the new 2003 salary tables discussed in this memorandum on the Office of Personnel Management's (OPM's) Web site at <http://www.opm.gov/oca/payrates/index.asp>.



Employment Rights and Benefits of Federal Civilian Employees who Perform Active Military Duty



HEALTH BENEFITS

Employees who are put in a nonpay status or separated while on military duty may keep their Federal Employees Health Benefits (FEHB) coverage for up to 18 months from the date the absence to serve on military duty begins, unless the employee elects in writing to have the enrollment terminated. If the employee chooses to continue the FEHB, and the employee has been called to active duty under Title 10 in support of a contingency operation, the agency will pay the employee's share of the premium. The employee will notify his or her manager of the call to active duty. The manager will initiate LWOP-US RPA. The employee will contact ABC-Call center for counseling regarding rights,

responsibilities and eligibility requirements. CPAC will forward to CPOC the employees election form and a complete copy of orders. DFAS will be notified via Remedy of employee's election to continue FEHB with full agency premium payment. If the employee continues FEHB enrollment during military service, but is not called to active duty in support of a contingency operation under Title 10, the employee is responsible for the employee share of the premiums for the first 12 months, just like any other employee in leave without pay status. During the last 6 months of the 18th month period, the employee must pay both the employee and the government shares of the premium, plus an additional 2 percent of the total premium, on a current basis.

<http://www.opm.gov/insure/handbook/fehb00.asp>.